

RESOLUTION NO. 2012-68

A RESOLUTION OF THE LODI CITY COUNCIL APPROVING
CHANGES TO MEMORANDUM OF UNDERSTANDING FOR
AFSCME – GENERAL SERVICES AND MAINTENANCE AND
OPERATORS – LODI PROFESSIONAL FIREFIGHTERS, AND
LODI MID-MANAGEMENT; AMENDMENT TO THE EXECUTIVE
MANAGEMENT STATEMENT OF BENEFITS; AND CHANGES
TO CONFIDENTIAL EMPLOYEE BENEFITS

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WHEREAS, it is recommended that Council approve the following modifications for the Executive Management Statement of Benefits, the Memorandum of Understanding for AFSCME – General Services and Maintenance and Operators – Lodi Professional Firefighters, and Lodi Mid-Management, and changes to Confidential Employee Benefits.

NOW, THEREFORE, BE IT RESOLVED by the Lodi City Council that it does hereby amend the agreements as follows:

Executive Management Statement of Benefits – The amended Statement of Benefits includes modifications to retirement and medical insurance. The Statement of Benefits has also been amended to conform to existing City Policies.

Mid-Management MOU – Amend Article XVII (Long-Term Disability) as follows: “A long term disability program which, coordinated with other disability benefits, shall provide a benefit of 66 2/3 percent to a maximum of \$10,000 per month of the employee’s basic monthly earnings in the event of disability. This program commences sixty (60) days from the date of disability.

Additionally, add classifications of Wastewater Plant Superintendent, Chief Water Treatment Plant Operator, Assistant Planner, and Assistant Engineer to the list of those positions represented by the Mid-Management Association.

Confidential Non-exempt employees – Modify CalPERS retirement contribution and furloughs to be consistent with similar benefits authorized by Council on March 21, 2012, for the AFSCME General Services bargaining group.

- Add (24) twenty-four hours of floating furloughs to be used by December 31, 2012, and **(48)** forty-eight fixed hours from July 1, 2013 to December 31, 2013.
- Employees will continue to pay 1 percent of the employee’s share of retirement through December 31, 2012. Beginning January 1, 2013, employees agree to 3.3 percent share of their retirement costs through December 30, 2013. Beginning December 31, 2013, employees agree to pay the full 7 percent share of retirement costs and there will be no further unpaid furlough days.
- Those employees whose annual base salary, adjusted for furloughs, is less than \$40,000 will have their medical insurance recalculated. This change will mirror the calculation for the AFSCME bargaining groups.
- Include long-term disability benefit as detailed in Mid-Management resolution.

Confidential - Exempt employees - Include long-term disability benefit as detailed in Mid-Management section of this resolution.

AFSCME - General Services and Maintenance and Operators MOUs were revised so the structure and organization of the articles would be consistent between the two agreements.

Firefighters MOU - Revise salary chart to reflect Emergency Medical Technician incentive being included into base salary as approved by Council at its April 18, 2012, meeting.

Date: May 16, 2012

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I hereby certify that Resolution No. 2012-68 was passed and adopted by the Lodi City Council in a regular meeting held May 16, 2012, by the following vote:

AYES: COUNCIL MEMBERS - Hansen, Katzakian, Nakanishi, and
Mayor Mounce

NOES: COUNCIL MEMBERS - Johnson

ABSENT: COUNCIL MEMBERS - None

ABSTAIN: COUNCIL MEMBERS - None


RANDI JOHL
City Clerk